

Comprehensive Resilience Modules

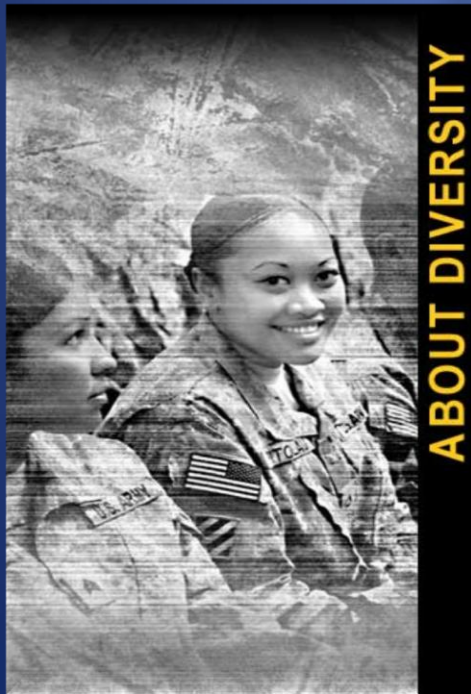
Social Dimension

“Team Diversity and Resilience”

Overview

Team Diversity and Resilience

Diversity is anything that sets us apart from someone else - things that make us different and unique - differences in roles, ethnicity, gender, physical size, and ability.



Supporting a Resilient and Ready Force

Our Differences Can Make Us Stronger

- Differences within a unit can make us stronger
- Diversity in backgrounds and experiences provide us with different perspectives



The bottom line is that our differences can make us stronger. But, we are only as strong as the bond that unites us.

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We Naturally Segregate

- **It's human nature to want to spend time with people who:**

- ☐ Look like you
- ☐ Act like you
- ☐ Share common interests and opinions



- **As a result, we:**

- ☐ **Form close bonds with** people who are similar to ourselves
- ☐ See those who are different as outsiders.

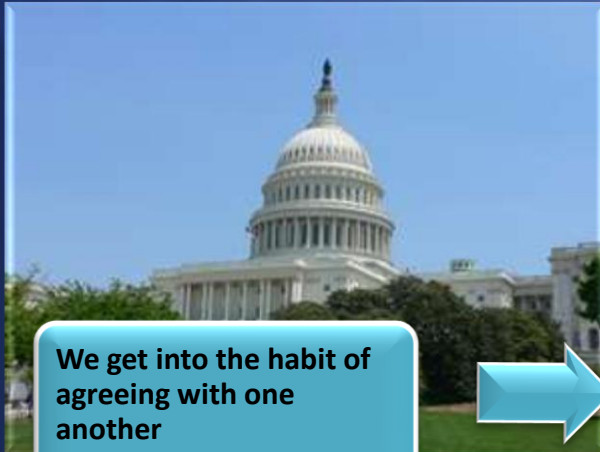
- **Without intention we naturally segregate ourselves into similar and non-diverse groups.**



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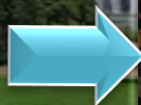
We Naturally Seek Agreement

❑ Even the most diverse groups tend to seek and reward agreement



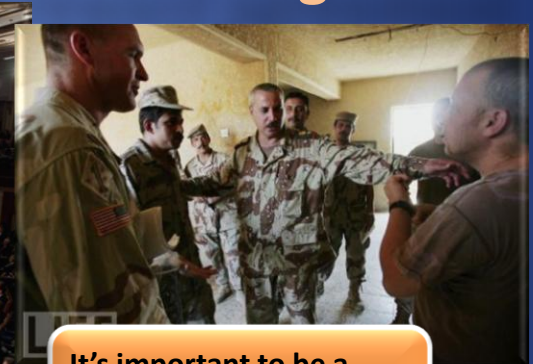
We get into the habit of agreeing with one another

- Rather than using our differences to point out problems or present new ideas



Sure it's easier to talk with people who agree with you because it's effortless

- That makes for a weaker and less resilient fighting unit when you face new demands



It's important to be a unified team that values and appreciates disagreements

- It's important to embrace new approaches or alternate perspectives

It is the desire and ability to listen to and synthesize diverse ideas for the good of the whole.

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Balancing Our Natural Impulses



Our differences can make us a stronger, more adaptable unit in the face of new challenges

Our natural impulses of seeking similarity and agreement often compete with our desire to take advantage of these differences.

Begin to balance your need to build and defend close friendships with like-minded people... with the desire to build the most cohesive, yet diverse fighting unit



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Capitalizing On Our Differences

To capitalize on your differences, it's essential to:

- ❑ Bond together prior to being down range—not just during training but during your off-duty time as well.
- ❑ Get to know how you can use every Soldier's skills and experiences to become a more resilient, unified, and adaptable unit.



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Module Activity

Q1- It's Friday night, a perfect time to hang out off duty on a non-drill weekend and bond with the Soldiers in your unit.

Which of the following decisions best promotes better team chemistry?

- Choice A - Agreeing to hang out with your buddies at your usual spot.
- Choice B - Asking Soldiers who you usually don't do anything with off duty to go out with you and your buddies.
- Choice C - Agreeing to hang out with a group of Soldiers who you don't know that well but seem to have a lot in common.

Q2- After asking your buddies to hang out with some folks from your unit, they suggest that you all meet at McGee's, their favorite pool hall. Which of the following decisions better promotes team chemistry?

- Choice A - You listen to their suggestion and then decide to ask the other Soldiers for suggestions as well.
- Choice B - You agree, You're comfortable here and in addition to pool ,there are many other things to do, like play Golden Tee or darts.
- Choice C - You are sick of McGee's. You decide to ignore their suggestion and pick a place on your own.

Module Activity

Q3 - Everyone has arrived at your planed meeting spot. Earlier in the day, you asked for additional suggestions where to go. After a vote, you get:10 votes for McGee's and 4 votes for Whirleyball. To capitalize on your differences, what should you do?

- Choice A - Go with the group majority.
- Choice B - Go with the group minority.
- Choice C - Discuss the advantages of McGee's vs. Whirleyball and vice versa.

Situation: You're in the middle of discussing the advantages of going to play Whirleyball vs. going to McGee's. Your job is to decide which activity will allow people to get to know each other better and break up some of the divisions within your unit

- [Soldier 1] I'm afraid Whirleyball might be to expensive
- [Soldier 2] As long as there's beer, I'm good with either!
- [Soldier 3] I don't know anything about Whirleyball, but at McGee's we can play pool, or shoot darts. There's a lot to do there.
- [Soldier 4] There's some good-looking women at McGee's. I'm just saying'...
- [Soldier 5] With Whirleyball, we can divide up into two teams and compete against each other. At McGee's we'll all be just doing our own thing.
- [Soldier 6] I've played Whirleyball, it's a lot of fun. Plus, it won't be that expensive since we have so many players.

Based on the information you received, which place would be a better choice for team bonding?

- Choice A - McGee's.
- Choice B - Whirleyball.

Take Away

- As Soldiers in the Army, it's our differences in experiences, ethnicity, gender, and physical prowess or size that make us a stronger, more adaptable fighting force.



It's very easy to allow our diversity to divide us

When you see a division, it's a signal that something is not optimal in the group

- Many times we find it easier to agree with one another rather than seeking differences in opinion or offering up alternative solutions.



Today's enemy is unpredictable

By being a strong bonded unit, one in which you know each other so well that you are able to capitalize on your differences

- This type of behavior can make even the most diverse group less effective and ill-equipped to adapt to new challenges.

- You will be more resilient and effective in responding to even the most unexpected or adverse situations.

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